

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CA-151736	5/7/2015

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer McDonald's		b. Tel. No. 314-739-4000	
		c. Cell No.	
d. Address (street, city, state ZIP code) 10805 St. Charles Rock Road St. Ann, MO 63074		e. Employer Representative (b) (6), (b) (7)(C)	
		f. Fax No.	
		g. e-Mail	
		h. Dispute Location (City and State) Saint Louis, MO	
i. Type of Establishment (factory, nursing home, hotel) restaurant		j. Principal Product or Service fast food	
		k. Number of workers at dispute location 30	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) & (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C), 2015, the Employer discriminated against employee (b) (6), (b) (7)(C) by suspending (b) (6), (b) (7)(C) then discharging (b) (6), (b) (7)(C) in order to discourage union activities or membership.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Mid-South Organizing Committee			
4a. Address (street and number, city, state, and ZIP code) 438 Skinker Boulevard, 3rd Floor, St. Louis, MO 63130		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge.		Tel. No.	
By (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
Print Name and Title		Office, if any, Cell No. (b) (6), (b) (7)(C)	
(Signature) making charge)		Fax No.	
Address: 438 Skinker Boulevard, 3rd Floor, St. Louis, MO 63130		Date: 5/7/15	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

RECEIVED
NLRB REGION 14
MAY 14 2015



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 14
1222 SPRUCE ST
RM 8.302
SAINT LOUIS, MO 63103-2829

Agency Website: www.nlrb.gov
Telephone: (314)539-7770
Fax: (314)539-7794



Download
NLRB
Mobile App

May 7, 2015

(b) (6), (b) (7)(C)

McDonald's
10805 Saint Charles Rock Rd
Saint Ann, MO 63074-1507

Re: McDonald's
Case 14-CA-151736

Dear **(b) (6), (b) (7)(C)**:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney PATRICK H. MYERS whose telephone number is (314)539-7779. If this Board agent is not available, you may contact Supervisory Attorney LUCINDA L. FLYNN whose telephone number is (314)539-7762.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be

May 7, 2015

considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Daniel L. Hubbel", with a stylized, cursive script.

DANIEL L. HUBBEL
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

McDonald's

CASE NUMBER

14-CA-151736

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MCDONALD'S

Charged Party

and

MID-SOUTH ORGANIZING COMMITTEE

Charging Party

Case 14-CA-151736

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on May 7, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)
McDonald's
10805 Saint Charles Rock Rd
Saint Ann, MO 63074-1507

May 7, 2015

Date

Dannie Abbott, Designated Agent of
NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 14
1222 SPRUCE ST
RM 8.302
SAINT LOUIS, MO 63103-2829

Agency Website: www.nlr.gov
Telephone: (314)539-7770
Fax: (314)539-7794



Download
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May 7, 2015

(b) (6), (b) (7)(C)

Mid-South Organizing Committee
438 N Skinker Blvd
3rd Floor
Saint Louis, MO 63130-4894

Re: McDonald's
Case 14-CA-151736

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on May 07, 2015 has been docketed as case number 14-CA-151736. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney PATRICK H. MYERS whose telephone number is (314)539-7779. If this Board agent is not available, you may contact Supervisory Attorney LUCINDA L. FLYNN whose telephone number is (314)539-7762.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Qualifying for Backpay: We are just beginning to investigate your charge and no decision has been made regarding the merits of your case. However, it is important that employees who might be entitled to backpay because of loss of employment understand their obligation to look for work in order to qualify for backpay if your case has merit. Accordingly, we urge you to promptly provide the Board agent with the names and addresses of all employees who might be entitled to backpay as a result of the charge you filed.

If backpay is due to an employee, the Board requires that the employee offset the backpay by promptly beginning to look for another job in the same or similar line of work. The Board has held that a reasonably diligent employee should begin searching for interim work within 2 weeks after the employee's termination or layoff or a refusal to hire the employee. If an employee cannot establish that he or she actively tried to mitigate his or her losses, the amount of money owed to the employee might be reduced.

Employees who might be owed backpay should keep careful records of when and where they have sought employment and of job search expenses such as mileage, parking, and copying resumes. Specifically, they should keep a record of each time they attempt to find work, including the date, name of the company, name of person with whom they spoke, the position sought, and the response received.

Very truly yours,

A handwritten signature in black ink, appearing to read "Daniel L. Hubbel", with a stylized, cursive script.

DANIEL L. HUBBEL
Regional Director

CHARGE ASSIGNMENT SHEET (EMPLOYER)

Case No. 14-CA-151736		CASE NAME: MCDONALD'S	
DATE FILED: 5/7/15		CATEGORY: <input type="checkbox"/> I <input type="checkbox"/> II <input checked="" type="checkbox"/> III	
Potential 10(j) YES	8(a)(2) -- name of assisted union	Number of 8(a)(3) discriminatees 1	Number of Employees (if not currently on charge)
IO charge? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Dispute City: ST. ANN Dispute State: MO	
COMMENTS: DISCHARGE IN ORGANIZING CAMPAIGN CHARGE; PLEASE MAKE APPROPRIATE ENTRY IN NXGEN HOT TOPICS		<u>Bargaining Status:</u> <input type="checkbox"/> Existing Contract <input type="checkbox"/> None <input checked="" type="checkbox"/> Organizational Campaign <input type="checkbox"/> Seeking Initial Contract <input type="checkbox"/> Seeking Successor Contract	
SUPERVISOR: LLF		AGENT: PHM	
8(a)(1) <input type="checkbox"/> Coercive Actions (Surveillance, etc) <input type="checkbox"/> Coercive Rules <input type="checkbox"/> Coercive Statements (Threats, Promise of Benefits, etc.) <input type="checkbox"/> Concerted Activities (Retaliation, Discharge, Discipline) <input type="checkbox"/> Denial of Access <input type="checkbox"/> Discharge of supervisor (<i>Parker-Robb Chevrolet</i>) <input type="checkbox"/> Interrogation (including Polling) <input type="checkbox"/> Lawsuits <input type="checkbox"/> Weingarten		8(a)(4) <input type="checkbox"/> Changes in Terms and Conditions of Employment <input type="checkbox"/> Discharge (including Layoff and Refusal to Hire) <input type="checkbox"/> Discipline <input type="checkbox"/> Refusal to Reinstate Employee/Striker <input type="checkbox"/> Shutdown or Relocate/ Subcontract Unit Work	
8(a)(2) <input type="checkbox"/> Assistance <input type="checkbox"/> Domination <input type="checkbox"/> Unlawful Recognition		8(a)(5) <input type="checkbox"/> Alter Ego <input type="checkbox"/> Failure to Sign Agreement <input type="checkbox"/> Refusal to Bargain/Bad Faith Bargaining (including surface bargaining/direct dealing) <input type="checkbox"/> Refusal to Furnish Information <input type="checkbox"/> Refusal to Hire Majority <input type="checkbox"/> Refusal to Recognize <input type="checkbox"/> Repudiation/Modification of Contract (Sec 8(d)/Unilateral Changes) <input type="checkbox"/> Shutdown or Relocate or Subcontract Work (e.g. <i>First National Maintenance</i>)	
8(a)(3) <input type="checkbox"/> Changes in Terms and Conditions of Employment <input checked="" type="checkbox"/> Discharge (Including Layoff; Refusal to Hire (not salting)) <input type="checkbox"/> Discipline <input type="checkbox"/> Lockout <input type="checkbox"/> Refusal to Consider/Hire Applicant (salting only) <input type="checkbox"/> Refusal to Reinstate ee/Striker (e.g. Laidlaw) <input type="checkbox"/> Retaliatory Lawsuit <input type="checkbox"/> Shutdown or Relocate/ Subcontract Unit Work <input type="checkbox"/> Union Security Related Actions		8(e) <input type="checkbox"/> All Allegations against a Labor Organization <input type="checkbox"/> All Allegations against an Employer	

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MCDONALD'S

Charged Party

and

MID-SOUTH ORGANIZING COMMITTEE

Charging Party

Case 14-CA-151736

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on May 7, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

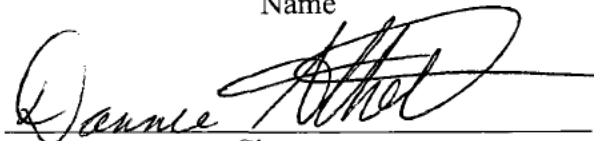
McDonald's
10805 Saint Charles Rock Rd
Saint Ann, MO 63074-1507

May 7, 2015

Date

Dannie Abbott, Designated Agent of
NLRB

Name



Signature

From: [Myers, Patrick H.](#)
To: (b) (6), (b) (7)(C)
Subject: McDonald's, 14-CA-151736
Date: Monday, May 11, 2015 10:53:00 AM

(b) (6), (b) (7)(C) :

As we discussed this morning, please email me copies of your (b) (6), (b) (7)/14 letter to the Employer notifying them that (b) (6), (b) (7)(C) was participating in a strike, as well as any copies of discipline for (b) (6), (b) (7)(C) and any other relevant documentation. Please let me know if you have any questions. I look forward to receiving this information by close of business tomorrow.

Thanks,

Patrick Myers, Field Attorney
NLRB-Region 14
1222 Spruce St., Rm. 8.302
St. Louis, MO 63103
Direct Dial: (314) 539-7779
Fax: (314) 539-7794

MEMORANDUM


TO: File

DATE: May 11, 2015

RE: McDonald's
Case 14-CA-151736

FROM: PATRICK H. MYERS, FIELD ATTORNEY

CONVERSATION WITH (b) (6), (b) (7)(C)
(b) (5), (b) (6), (b) (7)(C)



MEMORANDUM

TO: File

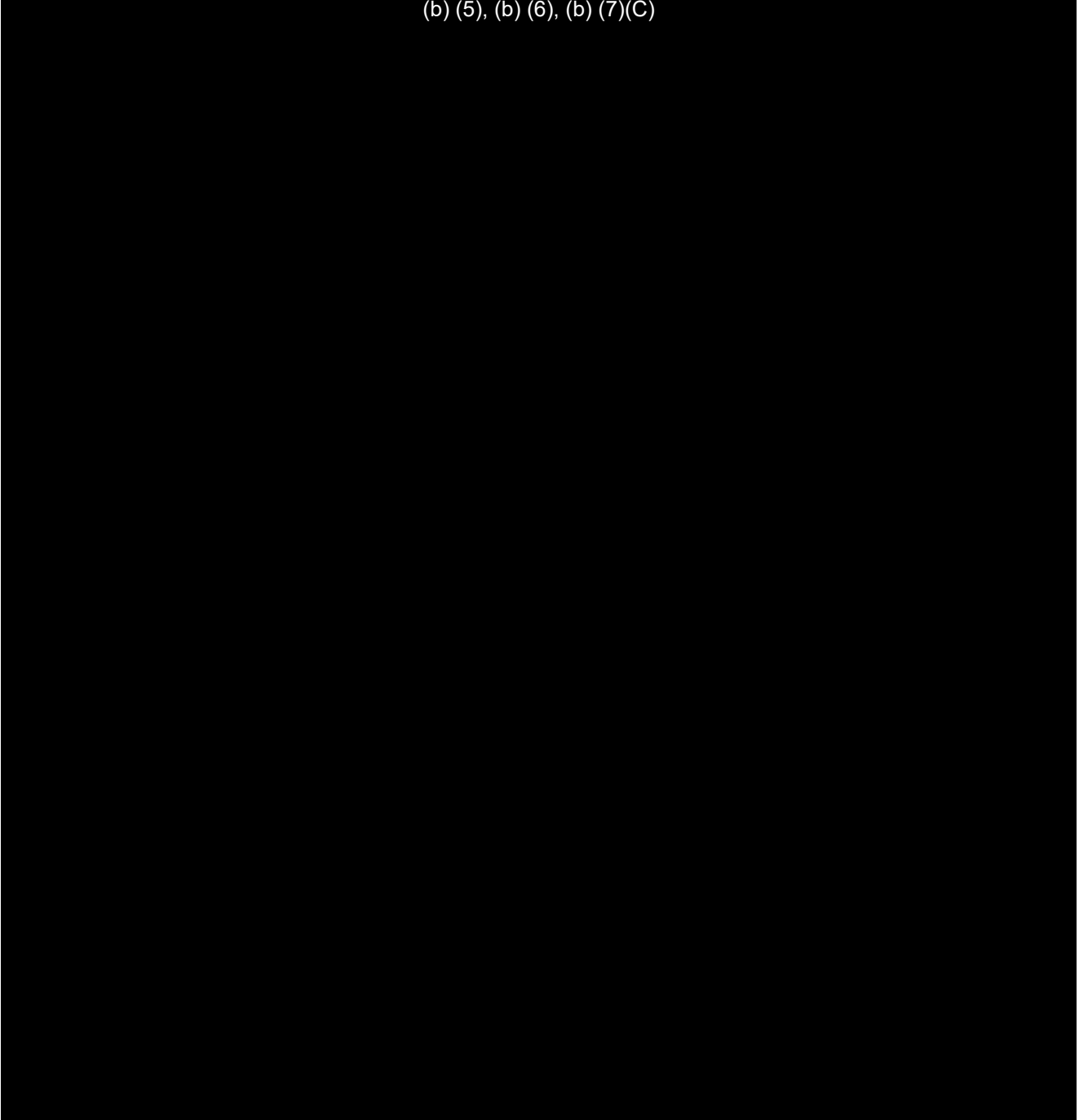
DATE: May 19, 2015

RE: McDonald's
Case 14-CA-151736

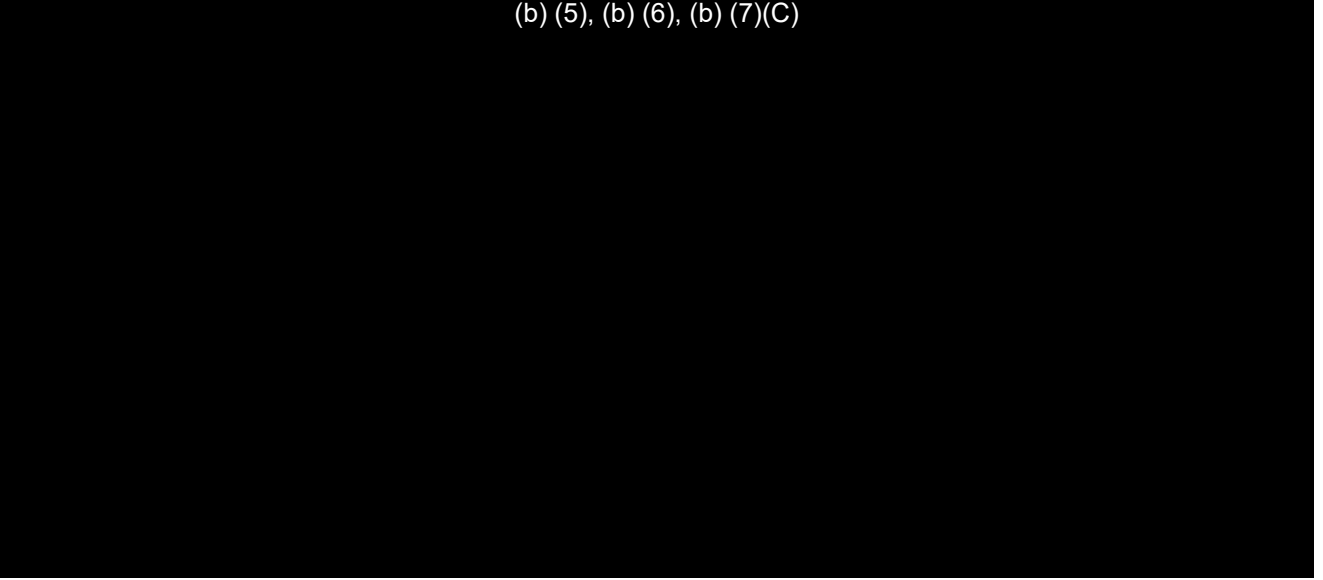
FROM: PATRICK H. MYERS, FIELD ATTORNEY

CONVERSATION WITH Ee (b) (5), (b) (6), (b) (7)(C)

(b) (5), (b) (6), (b) (7)(C)



(b) (5), (b) (6), (b) (7)(C)



From: [Myers, Patrick H.](#)
To: (b) (6), (b) (7)(C)
Subject: McDonald's, 14-CA-151736
Date: Wednesday, May 20, 2015 3:02:00 PM

(b) (6), (b) (7)(C) :

(b) (6), (b) (7)(C) . I wanted to follow up on the above charge. I sent you an email on May 11 requesting information but have not heard back from you. Please email me copies of your (b) (6), (b) (7)(C) /14 notice to the Employer that (b) (6), (b) (7)(C) was participating in a strike, as well as any copies of discipline for (b) (6), (b) (7)(C) and any other relevant documentation. Also, did you submit to the Employer any "walk back" paperwork on (b) (6), (b) (7)(C) behalf? If so, please provide. Please let me know if you have any questions. It is imperative that I receive this information by no later than close of business May 22, 2015.

Thanks,

Patrick Myers, Field Attorney
NLRB-Region 14
1222 Spruce St., Rm. 8.302
St. Louis, MO 63103
Direct Dial: (314) 539-7779
Fax: (314) 539-7794

MEMORANDUM

TO: File

DATE: May 26, 2015

RE: McDonald's
Case 14-CA-151736

FROM: PATRICK H. MYERS, FIELD ATTORNEY

CONVERSATION WITH (b) (6), (b) (7)(C)

I spoke to (b) (6), (b) said (b) (6), (b) (7)(C) and had not checked (b) email. (b) said (b) will email me copies of (b) (6), (b) termination notice and the strike notice (b) sent to the ER advising it of (b) (6), (b) participation in the (b) 2014 strike by no later than 5/27 morning. (b) (b) (5), (b) (6), (b) (7)(C) (b) said (b) will get back to me re a phone number of (b) who can testify regarding the circumstances surrounding (b) (6), (b) discharge.

From: [Myers, Patrick H.](#)
To: (b) (6), (b) (7)(C)
Subject: McDonald's, 14-CA-151736
Date: Wednesday, June 3, 2015 11:10:00 AM

(b) (6), (b) (7)(C),

As I stated in my voice mail to you today, I still have not received the documentation that I requested via our phone conversation and email on 5/11/15, via email on 5/20/15, and then again during our phone conversations on 5/26/15 and 6/1/15. Please email me by close of business today copies of your (b) (6), (b) (7)(C)/14 notice to the Employer that (b) (6), (b) (7)(C) was participating in a strike, as well as any discharge notice and/or discipline for (b) (6), (b) (7)(C) and any other relevant documentation. Also, did you submit to the Employer any "walk back" paperwork on (b) (6), (b) (7)(C) behalf? If so, please provide.

Sincerely,

Patrick Myers, Field Attorney
NLRB-Region 14
1222 Spruce St., Rm. 8.302
St. Louis, MO 63103
Direct Dial: (314) 539-7779
Fax: (314) 539-7794

From: [Christopher N. Grant](#)
To: [Myers, Patrick H.](#)
Date: Wednesday, June 10, 2015 11:07:03 AM

Patrick,

This law firm will be representing the Mid-South Organizing Committee in the charge of the (b) (6), (b) (7)(C) termination and the charge over the reduction in hours.

Thank you for the update. I will try to get any strike notice for (b) (6), (b) (7)(C) given to the employer or other evidence of knowledge of (b) (6) union activity.

Can you please send me copies of the employees' affidavits when you get back into the office?

Also, per our discussion, I will hold off on amending the charges to add McDonald's USA (the parent company) as a joint employer. However, if any of these cases go forward, we will need to add the parent company as a party.

Thank you,

Chris Grant

MEMORANDUM

TO: File


DATE: June 10, 2015

RE: McDonald's
Case 14-CA-151736

FROM: PATRICK H. MYERS, FIELD ATTORNEY

CONVERSATION WITH CP atty Chris Grant

Grant called and entered a NOA on both McDonald's charges. He asked about the status of investigations and if I needed any additional evidence. I explained where things were with both charges. As to the above charge I mentioned that the U had been unable to provide a strike notice on (b) (6), (b) (7)(C) despite repeated requests. Grant said he would look into it. I said I would need it within next two days if it exists. (b) (5), (b) (6), (b) (7)(C)



From: [Christopher N. Grant](#)
To: [Myers, Patrick H.](#)
Cc: [Regina McGrew](#); [Rochelle G. Skolnick](#)
Subject: McDonald's - (b) (6), (b) (7)(C) discharge
Date: Monday, July 27, 2015 11:49:50 AM

Patrick,

The charging party would like to withdraw this charge.

Thank you,

Chris Grant

Case Name: McDonald's
Case No.: 14-CA-151736
Agent: Patrick H. Myers, FA

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
5/8/15	(b) (6), (b) (7)(C)	Phone	Left msg to call to set up lead
5/11	(b) (6), (b) (7)(C)	Phone	See mmz
5/11	(b) (6), (b) (7)(C)	Phone	Lead set for 5/18 at 10
5/14	Store ee	Phone	Left msg to have (b) (6), (b) (7)(C) call re who will be representing ER
5/19	(b) (6), (b) (7)(C)	Phone	Explained I was getting ready to send eaja and needed to talk to (b) (6), (b) (7)(C) to find out name of atty. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) not present and would not provide (b) (6), (b) (7)(C) cell. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) did not know atty's name and that store did not have fax and (b) (6), (b) (7)(C) did not know (b) (6), (b) (7)(C) email. I said I would mail a copy of the eaja today and to please have (b) (6), (b) (7)(C) contact me re name of representative. (b) (6), (b) (7)(C) said she would pass along info when (b) (6), (b) (7)(C) saw (b) (6), (b) (7)(C)
5/26	(b) (6), (b) (7)(C)	Phone	Reiterated request that (b) (6), (b) (7)(C) provide me the documentation requested in prior email. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would provide documentation by COB 5/27. Also, (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would provide (b) (6), (b) (7)(C) who could testify re (b) (6), (b) (7)(C) job duties.
6/1	(b) (6), (b) (7)(C)	Phone	(b) (6), (b) (7)(C) said the documentation was supposed to be sent last week. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would resend it today. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) had been in touch with (b) (6), (b) (7)(C) to have (b) (6), (b) (7)(C) call me but had not heard back from (b) (6), (b) (7)(C) re (b) (6), (b) (7)(C) contact info. I said I would follow up with (b) (6), (b) (7)(C)
6/1	(b) (6), (b) (7)(C)	Phone	Called (b) (6), (b) (7)(C) No answer and voice mail box not set up yet.
6/1	(b) (6), (b) (7)(C)	Phone	(b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) will leave me voice mail after (b) (6), (b) (7)(C) gets off work (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Date	Person Contacted	Method of Contact	Description of Contact or Activity
			(b) (6), (b) (7)(C)
6/1	ER atty Lueke	Phone	Discussed allegations with Lueke. Granted EOT to provide ER evidence until COB 6/8.
6/3	(b) (6), (b) (7)(C)	Phone	Left voice mail reiterating request for documentation



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 14
1222 SPRUCE ST
RM 8.302
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July 29, 2015

Stephen R. Lueke, Attorney
Ford & Harrison LLP
350 S. Grand Ave., Ste. 2300
Los Angeles, CA 90071-3425

Re: McDonald's
Case 14-CA-151736

Dear Mr. Lueke:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/S/

DANIEL L. HUBBEL
Regional Director

cc:

(b) (6), (b) (7)(C)
McDonald's
10805 Saint Charles Rock Rd.
Saint Ann, MO 63074-1507

(b) (6), (b) (7)(C)
Mid-South Organizing Committee
438 N Skinker Blvd., 3rd Floor
Saint Louis, MO 63130-4894

Christopher N. Grant, Attorney
Schuchat, Cook, Werner
1221 Locust St., Ste. 250
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